Blackpool Aspire Academy

COVID19 – Behaviour policy addendum.

**Phased return of students following COVID-19 outbreak**

*During the return phase following COVID-19, our students’ and staff welfare, safety and*

*health are a key priority and as a result we will take a zero-tolerance approach to any*

*student who endangers the safety of others. Any behaviour displayed by a student which*

*puts others at risk will be dealt with immediately by on-call and SLT. The student will be*

*sent home and will not be allowed back into school until the successful competition of a*

*risk assessment has been conducted.*

As our students return to Blackpool Aspire Academy in September 2020, we will enable our entire school community to learn about how everyone can adapt to new ways of working in classrooms, communal spaces, and corridors.

This will help everyone to feel that during a period of return, not just at the start of September

but into the new academic year, we can support student health and wellbeing and establish new

expectations we are implementing here at Blackpool Aspire Academy.

The Academy will look and feel different in both the physical space and in the new routines we

are implementing to adhere to government guidance issued in July 2020. The changes to arriving

and leaving the academy, changes to the timetable and academy day, and how we organise our

students and staff, will mean some new routines to behaviour management

We will also help pupils understand why these new behaviour routines are essential to developing and sustaining the safest environment possible for pupils and staff. In particular, our day to day routines for classes and specific groupings, both in classrooms, at arrival and leaving times and in processes we need to follow during the day, will we acknowledge, take some time to adapt to. Further guidance on how this will look at Blackpool Aspire Academy is available on our website via tutorial videos made by our Head teacher, Mr. Woods.

**Behaviour Management**

Incidences of poor behaviour will now be dealt within year group ‘bubbles’. This is to ensure that there is no cross-contamination between year groups, thus putting the safety and well-being of both our students and staff at the forefront of our day to day operational procedures.

Year group only detentions will be co-ordinated by a member of the schools’ senior leadership team, who will be attached to a specific year group. For your information, this is as follows.

* Year 7 – Mrs Hanlon Catlow
* Year 8 – Miss Rawson
* Year 9 – Mr. Ewart
* Year 10 – Mr. Blackwell
* Year 11 – Mr. Buchanan

*The consequence system.*

**C1 and C2.**

This form of behaviour management within Aspire Academy is conducted within the classroom environment and forms part of our escalation system. Students will have the opportunity to readdress their behaviours so as to ‘get it right’, ensuring their education does not suffer. Incidences pertaining to C1 and C2 are recorded via the academies Class Charts system.

**C3**

Students who receive a C3 detention will be required to remain after school on Wednesday evenings for a period of 20 minutes. The location of this detention will be within the year group area in the academy so that the integrity of the bubble system is not compromised. During this 20-minute period, it is expected that students reflect on their behaviour and the ways in which they can work to improve this in the future. This will be done with a member of staff from their year group bubble.

**C4/Faculty remove.**

A faculty remove is often taken for the betterment of the entire class and the student in question. They will be removed from their classroom so that learning can continue with the remainder of the class with minimal disruption. This instance will also result in a C4 detention, recorded on class charts. C4 detentions will take place on Friday afternoons at the end of the school day for 40 minutes. This will be led by the Senior Leadership Team member assigned to the students’ year group, alongside another member of the bubble team. Admissions to a C4 detention will also be issued to those students who fail to attend the C3 detention the previous Wednesday.

**C5**

Deemed to be the response to the more severe breaches of the academies behaviour policy, students issued with C5 sanctions will immediately be placed into our ‘Impact’ facility. It may also be appropriate for the student to be sent home with their parent/carer pending further investigation, which may result in a fixed term exclusion.

**Fixed term exclusion**

Good discipline in schools is essential to ensure that all students can benefit from the opportunities provided by education. The Government supports head teachers in using exclusion as a sanction where it is warranted.’ (DfE ‘Exclusion from maintained schools, Academies and student referral units in England 2012)

All decisions to exclude are serious and only taken as a last resort or where the breach of the Academy rules is serious or persistent. The following are examples;

* Failure to comply with a reasonable request from a senior member of staff. Failure

to wear Academy uniform which has been provided (where possible) for a student

who is in incorrect uniform is regarded as failure to comply with a reasonable

request.

* Breaches of health and safety rules.
* Verbal abuse of staff, other adults or students.
* Possession of drugs and/or alcohol related offences.
* Failure to comply with the requirements of the ‘Consequence System’
* Wilful damage to property.
* Homophobic or racist bullying.
* Bullying.
* Sexual misconduct.
* Theft.
* Making a false allegation against a member of staff.
* Behaviour which calls into question the good name of the Academy
* Persistent defiance or disruption.
* Minor assaults or fighting that is not premeditated or planned.
* Other serious breaches of the Academy rules.

**Rewarding good behaviour**

As an academy, we believe that rewards can be more effective than punishment in motivating pupils.

As pupils return for the new academic year, the positive reinforcement of their good behaviour

and ability to follow new guidelines and processes is critical to helping build up their confidence.

We recognise the challenges that our pupils face and we want to help them through

encouragement and support, praising and rewarding their attitudes and good behaviour in what

will feel and appear different to their usual environment.

We are committed to promoting and rewarding good behaviour and may do so in some of the following ways:

* Praise
* Positive postcards/letters home
* Class and personal dojo points
* Contact home by staff text, phone, e-mail and/or letter
* Internal reward points, house points, form points
* Stickers and badges
* Certificates.

**Bullying Behaviour - always unacceptable**

Bullying behaviour is always unacceptable and will not be tolerated because:

* It is harmful to the person who is bullied, and to those who engage in bullying behaviour, and those who support them, and can in some cases lead to lasting psychological damage and even suicide;
* It interferes with a student's right to enjoy his/her learning and leisure time free from intimidation;
* It is contrary to all our aims and values, our internal culture, and the reputation of our academies.

Bullying is behaviour by an individual or group that intentionally hurts another individual or

group either physically or emotionally. Bullying will be always be taken seriously if a student feels

they are being bullied whether it fits into the definition or not.

The implications for any incident of physical bullying are significant in any circumstance and Blackpool Aspire Academy will deal with such bullying behaviour robustly. We will always take immediate and necessary action to sanction students in breach of specific behaviour codes that flout the necessary measures that have to be in place from September 2020 onwards.

Any physical contact of a bullying nature listed below is in direct breach of Blackpool Aspire Academy’s measures to minimise contact of students and socially distance students and staff to keep them as safe as possible.

Types of physical bullying may be, but are not limited to:

* Physical: including, hitting, kicking, pushing people around, spitting; or taking, damaging or hiding possessions, barging, hurting, stamping

If there is any incident of physical bullying such as those listed above, we will take the

following immediate steps:

* Take the students to an area where they cannot come into contact with others, this may include the application of positive handling
* Administer first aid if necessary and we will ensure that in doing so the staff member is wearing Personal Protective Equipment (PPE)
* As necessary, remove the possession/s involved in the incident and wipe these with appropriate cleaning materials
* Call the parents/carers of students involved in the incident. In certain circumstances we may request that they collect and remove their child from the academy building, following the guidance for social distancing and minimising contact displayed at the academy entrances and in reception. On occasion this may result in Headteachers considering issuing a fixed term exclusion.

If PPE is worn by a member of staff in administering first aid after such an incident of bullying

and physical contact has occurred, it is essential that it is used properly and instructions will have

been given to staff during their INSET training. This includes scrupulous hand hygiene and

following guidance about how to put PPE on and take it off safely in order to reduce self-contamination.

Face masks must:

* Cover both nose and mouth
* Not be allowed to dangle around the neck
* Not be touched once put on, except when carefully removed before disposal
* Be changed when they become moist or damaged; and
* Be worn once and then discarded – hands must be cleaned after disposal.

Additional incidences of bullying outlined below will also not be tolerated by Blackpool Aspire Academy:

* Verbal: any comments of a bullying nature made in relation to the Covid 19 virus pandemic
* Verbal: including name-calling, taunting, teasing, insulting, mockery, mimickery, inappropriate banter or lyrics to raps, shaming e.g. fatshaming;
* Exclusionary behaviour: intimidating, harassing, isolating, or excluding a person from a group;
* Extortion: threatening to, or taking money, equipment, resources, blackmailing;
* General unkindness: spreading rumours or writing unkind notes, phone texts or emails;
* Cyberbullying: using the internet, games, mobile telephones, social networking sites etc. which upsets someone else;
* Non-verbal sucking teeth, staring at someone, pulling faces, gestures;
* Sexist: making comments or referring in a derogatory way to a person's gender or gender reassignment;
* Racist: regarding someone’s culture, heritage, country of birth or nationality;
* Homophobic: related to a person's perceived or actual sexual orientation
* Disability: related to a person’s disability or special educational need, medical needs;
* Pregnancy: related to pregnancy, paternity, or maternity
* Marriage/civil partnership: related to someone’s marital or partnership status
* Faith: related to someone’s faith, belief or no faith, social standing - related to a person's home circumstances, poverty
* Intelligence: related to someone who does as they are told, high achieving, and completing their work.
* Sexual: talking to or touching someone in a sexually inappropriate way, up-skirting, asking for photographs or intimate parts or engaging in phone or written sexual conversations;

*Intention: Some individuals may see their hurtful conduct as "teasing, banter" or "a game" or "for the good of" the other person. These forms of bullying are equally unacceptable but may not be malicious and can often be corrected quickly with advice and without disciplinary sanctions. A bully who does not respond appropriately to advice or sanctions will be fully supported to remedy their behaviour and understand why this is totally unacceptable.*

If such bullying conduct persists Blackpool Aspire Academy:

* will call and talk to the parents/carers concerned
* may decide to hold a virtual meeting on Google Meet/Microsoft TEAMS with parents, if it is reasonable to do so, to determine how the student must remedy their behaviour. If possible a face to face meeting may be held but this will observe social distancing in accordance with government guidance

Legal aspects and implications:

A person who makes a physical or sexual assault on another, including “upskirting”, or who steals or causes damage to the property of another, commits a criminal offence and also a civil wrong known as a "tort”, can all lead to legal consequences outside of the Academy.

Bullying behaviour may also be regarded as threatening behaviour or harassment which can

be either a criminal offence or a civil wrong.